



Update on Children's Workforce Development

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Outline of talk

- Starting points
- Progress to date
- Messages from reviews
- Vision for the future
- The challenges





Starting points

'Caring' for young seen as an extension of mothering - easy to forget how far we've come in a short time

- **Remember:** 1st NVQs at level 2 and 3 in childcare and education were in 1991
- **Remember:** no formal qualification requirements for Registered Persons until Ofsted in 2001
- **Remember:** high percentage of settings had action plans to get **one** person qualified to NVQ3





Progress to date

- Foundation Degree in Early Years from 2002
- Children's Workforce Strategy published 2006
- EYPS pilot Autumn 2006 - roll out began Jan 2007 – only 5 years ago
- Graduate Leader Fund enabled thousands of EY workers to access Higher Education level training
- Over 11,000 Early Years Professionals by end of 2011 – majority via Foundation Degree route





Recent reviews have emphasised the importance of Early Years

- Field report on poverty (Dec 2010)
The Foundation Years: preventing poor children becoming poor adults
- Allen report on early intervention (Jan 2011)
Early Intervention: the next steps
- Marmot review one year on update on health (Feb 2011)
Fair Society, Health Lives (Feb 2010)
- Tickell review of the EYFS (Mar 2011)
The Early Years: foundations for life, health and learning





Field : the Foundation Years

Government should give:

'...greater prominence to the earliest years in life... as of equal status and importance in the public mind to primary and secondary school years; and to ensure that child development and services during those years are as well understood.' p.6.

- **EY services to be 'professionally led' – whether by early years professionals or qualified teachers in EY settings, or nurses in Family Nurse Partnerships.**





Allen: Early Intervention

'All parties should commit to the central objective of Early Intervention to give a social and emotional bedrock to the current and future generations of babies, children and young people by helping them and their parents (or other main care-givers) before problems arise.'

letter to Prime Minister, p.v. of report

- **Priority: Improve workforce capability with 0-5s**
- **Interim: focus CPD on social emotional capabilities and supporting parenting**





Tickell: the Early Years

'The evidence is clear on how a well-qualified and appropriately skilled early years workforce makes a real difference to the quality of provision and outcomes for young children.' p.42

- **Review and revise existing qualifications to raise standards and improve relevance**
- **Minimum level 3 qualification +**
- **Retain ambition for a graduate-led sector**





The Vision : Professionalization of Early Years Services

- Level 3 as **minimum** requirement with expectation of progression to **Fd A in EY**
- A **positive career choice** – not just for girls who are not academic
- Academic awards (e.g. BA (Hons) Early Childhood Studies) with **integrated EYPS**
- **Graduate leadership** as the norm
- **Clear progression routes** to QTS and EYPS with common components in training





The Challenges

Good news

- Government still committed to early years (e.g. free places for 40% of 2 yr olds by 2014)
- EYPS is here to stay – 8 providers; funding to 2015
- Awaiting outcomes of Nutbrown Review

Bad news

- End of GLF, cuts to Local Authority budgets and no ring-fencing for Sure Start – EY services suffering
- HE fees to treble from 2012
- Double whammy for future of Foundation Degrees





Frustrating but...

Remember where we started from:

- We've won the argument on the critical importance of the early years
- We've won the argument on the need for a well-qualified workforce with graduate leadership
- CWDC is being abolished and early years are to become part of the new Teaching Agency
- Government has established an *EY & CC Workforce Co-production Steering Group*

**Together we have to find new ways of achieving
the vision**





Addresses for reports

- <http://povertyreview.independent.gov.uk/media/20254/poverty-report.pdf>
- <http://media.education.gov.uk/assets/files/pdf/g/graham%20allens%20review%20of%20early%20intervention.pdf>
- www.marmotreview.org
- <http://www.education.gov.uk/consultations/index.cfm?action=conResults&consultationId=1747&external=no&menu=3>
(EYFS Tickell review and govt response)
- <http://media.education.gov.uk/assets/files/pdf/s/supporting%20families%20in%20the%20foundation%20years.pdf>
- www.education.gov.uk/nutbrown

